

No. 207/25

23rd September 2025

TO: ALL BRANCH SECRETARIES

Dear Colleagues,

Agenda Pad – CWU Retired Members Conference – 15th October 2025

Branches would wish to know that the agenda for the CWU Retired Members Conference which is being held at the CWU Birmingham Branch Offices on Wednesday 15th October has now been published on the website and can be accessed by opening the attachment or pasting the link into your browser:

<https://www.cwu.org/wp-content/uploads/2025/09/Retired-Agenda-Oct-2025-1.pdf>

Branch Secretaries are encouraged to print copies of the agenda and send to the delegates attending from their branch prior to the conference. Hard copies of the agenda will be available on the day.

Branches are also reminded that Branch Secretaries should register delegates and observers to the conference by emailing conferences@cwu.org by no later than **Friday 3rd October 2025**. Confirmation of requests will be sent to branches within 72 hours. Should confirmation not be received within this time branches are asked to contact Angela Niven on 020 8971 7237.

Attached is also a nomination form relating to the ballot that takes place at the conference to determine the two delegates to represent the Retired Members to attend General Conference 2026.

All individuals must be willing to accept nomination, and must have the nomination of their own branch and/or the Retired Members' Committee, to be eligible. The exception to this are members of the Retired Members' Committee themselves who may be proposed for these positions but need to have the nomination of the Retired Members' Committee and/or any Regional Committee.

Any enquiries regarding this LTB should be addressed to Angela Niven by telephoning 020 8971 7237 or by post to head office or by email to conferences@cwu.org

Yours sincerely,

Dave Ward
General Secretary



AGENDA

RETIRED MEMBERS CONFERENCE
Wednesday 15th October 2025

Birmingham Branch Office
CWU, 47 Summer Lane
Birmingham
B19 3TH

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Welcome From the General Conference Standing Orders Committee

Welcome to the CWU Retired Members Conference of 2025 on behalf of the General Conference Standing Orders Committee.

This year we have again used the same criteria for motions that will be used for General Conference 2026 and, as such, the Standing Orders are as close as possible to those which will be in place for that Conference.

We have, recognised an issue with Emergency motions being submitted at times where we have no facilities to deal with such motions. To rectify this issue the submission of Emergency motions will close at Noon on Wednesday 8th October as reflected in the standing orders.

The Standing Orders Committee will be in attendance during the Conference should any Delegate have any question over procedure, and to conduct the Ballot(s) for motions to go forward to General Conference as well as the delegates to represent the Retired Members at General Conference 2026. Further information will be given at the start of the conference as well as prior to the commencement of the ballots.

May you all enjoy a successful Conference.

Joyce Stevenson and Samantha Adeyosoye
General Conference Standing Orders Committee

Retired Members' Conference 2025 Standing Orders

1. The sessions of the Retired Members Conference shall commence in accordance with the timetable

2. TIMETABLE

- a
 - 10.00 Registration
 - 10.30 Chairperson's Opening Remarks
 - 10.35 General Secretary's Address
 - 10.55 Adoption of Retired Members Conference Standing Orders Committee Report (including appeals/reference backs)
 - 11.05 Section II – Motions 1-12
 - 12.20 Ballot to represent Retired Members at General Conference 2026
 - 12.30 Lunch
 - 13.30 Section II - Motions 1-12 Continued
 - 14.30 Ballot
 - 14.35 Guest Speaker
 - 15.00 Senior Deputy General Secretary
 - 15.25 Chairperson's Closing Remarks
 - 15.30 Close of Conference

- b The doors of Conference will open at 10.00 with conference commencing at 10.30 and closing at 15.30

Conference is divided into two half-day sessions. If the business of any section is completed within the timetable, the Conference shall proceed immediately to the next section of business.

If all the business of the final section is completed within the timetable, the Conference shall return to the earliest uncompleted business.

3. PROCEDURE IN DEBATE

- a Every member of the Conference must remain in their seat, except the one who may be addressing the Conference and, should the Chairperson rise, no-one else shall continue standing nor shall anyone else rise until the Chairperson has resumed the Chair.

SPEAKERS

- b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question.
- c All speeches shall be confined to the subject under discussion.
- d Delegates may only refer to documents which have a bearing on the subject under discussion.
- e
 - (i) Motions standing in the name of a Branch must be moved by a delegate from that Branch.
 - (ii) Motions standing in the name of a Regional Committee must be moved by a delegate from that body.
 - (ii) Motions must be seconded or else they shall be deemed to have fallen.
- f A motion may be seconded formally or by a speaker making a seconding speech.

COMPOSITE MOTIONS

- g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of Standing Order 3e(i) and (ii).
- h The mover of a motion shall be allowed to speak for not more than 3 minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes. **In EXCEPTIONAL CIRCUMSTANCES a speaker may request the special permission of Conference to speak for a longer period, if agreed, it shall not exceed a further 2 minutes.**
- i The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.
- j The National Retired Members Committee (NRMC) shall be allowed one speaker in debate on all motions except those standing in their name. With the exception of Branches and Regional Committees moving and seconding a motion (under SO3e), Branches and Regional Committees, are entitled to one speaker only in each debate.
- k No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who opts not to make a moving speech shall lose the right of addressing Conference but shall still have the right of reply (SO3i) applies. The seconder of a motion who opts not to make a seconding speech shall not lose the right of addressing Conference.

ENDING DEBATE

- l Any delegate who has not spoken on the motion before Conference may move "That the motion be now put" (following the process as detailed in SO3p) on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried by a simple majority of Conference (subject to SO4), Conference shall proceed to vote on the question itself, (subject to SO3j) and the right of reply as stated in SO3i being exercised.
- m Any delegate who has not spoken on the motion before Conference may move "That Conference proceeds to next business" on the seconding of which the Chairperson shall immediately and without discussion put this proposal to the vote (subject to SO4b). In the event of it being carried Conference shall at once proceed to the next item on its agenda.

WITHDRAWAL

- n Any motion or composite motion may be withdrawn from the Agenda at any time by the sponsor(s) who shall notify the Standing Orders Committee at the earliest opportunity. Once it has been moved and seconded, however, it shall not be withdrawn except with the agreement of Conference by a simple majority vote.

POINT OF ORDER

- o Any person wishing to question the proceedings of Conference may rise on a "point of order", and when called shall state the procedural point in exact terms, whereupon the Chairperson shall immediately give a ruling or refer the matter to the Standing Orders Committee for a decision. Any person raising points of order must seek to prove one or more of the following:-
 - (i) That the speaker is using unparliamentarily language.
 - (ii) That the speaker is digressing from the subject of the motion.
 - (iii) That the rules of the Union are being broken.
 - (iv) That there is an infringement of the customary rules of debate.
 - (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).

- p The Chairperson's ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling." Such a motion shall be carried by a simple majority.
- q The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

4. VOTING PROCEDURE

- a Voting at the Retired Members Conference shall normally be by a show of hand voting cards which shall be issued on the basis of one per Branch in attendance.
- b A formal vote may be called for either by the Chairperson of the Retired Members Conference or when 5 or more delegates call for such a vote immediately on the announcement of the decision of the hand vote.

DURING A FORMAL VOTE ALL PERSONS MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.

Instructions on the formal vote will be given by the SOC.

- c A motion will be deemed carried if it obtains a simple majority of the votes cast.

5. PROCEDURE FOR EMERGENCY MOTIONS

- a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.
- b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by **noon on Wednesday 8th October 2025**. Branches and Regional Committees will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of Conference. **No Emergency Motions will be accepted after that date.**
- c A decision taken by Conference shall not be open to the emergency procedure at the same Conference.

6. APPEALS/REFERENCE BACK PROCEDURE

- a Written notice of appeals/intention to move reference back against decisions of the Standing Orders Committee as published in the Agenda regarding:-
 - (i) motions not admitted to the agenda
 - (ii) inclusion/exclusion of motions in a composite
 - (iii) the priority/placement given to a motion
 - (iv) timetable/programme of business
 - (v) the Standing Orders for Conference
 - (vi) the consequential rulings on motions

must reach the Standing Orders Committee at CWU Headquarters by noon on **Wednesday 8th October 2025** by email to conferences@cwu.org. Such written notice must advise of the intention to appeal/move reference back to alter the published agenda with details and reasons for doing so.

After consideration of appeals/reference backs by the SOC, Branches or Regional Committees who have followed the correct appeal/reference back procedure wishing to continue their appeal/reference back must firstly advise the SOC of their continued appeal.

The SOC will then advise the Chair of the Conference the details of the branches/Regional Committees who have the right to address conference at the commencement of business on **Wednesday 15th October 2025**.

- b Challenges to other SOC decisions as printed or announced in supplementary SOC reports must be made at the time the supplementary report is moved.
- c All appeals/reference backs will be deemed carried if they have the support of a simple majority of Conference. (SO4 applies)
- d The Retired Members Committee will also be required to follow these procedures.

7. SUSPENSION OF STANDING ORDERS

- a Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the timetable/Programme of Business was adopted.
- b The Chairperson may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated.

Any such motion must state the Standing Order/Orders involved and also state the nature and urgency of the business as to why the suspension is required.

The Chairperson shall immediately refer such a motion to the Standing Orders Committee who shall express their view before the vote is taken. A motion for the suspension of Standing Orders will be carried if supported by a simple majority of the Conference (SO4 applies).

- c At the end of the period of suspension of Standing Orders the Conference shall return to the next business in that section only. No subsequent motion for the variation of the timetable to compensate for time lost by the suspension of a Standing Order/Orders or the discussion of such suspension shall be admissible.

8. BALLOTS

- a There will be a ballot to select two motions this Conference will forward for submission to the 2026 General Conference.

Motions in Section II which are carried are eligible for the ballot for General Conference. The ballot will take place at the end of Section II motions

The ballot box will be open subject to the timetable of Conference and located next to the administration table. The SOC shall be responsible for counting the ballot and advising the Chairperson of the result, which will be announced prior to the close of Conference. In the event of a tie, the SOC will administer an exhaustive ballot.

- b Should there be a request at General Conference to remit a motion in respect of the 2026 Conference motions, the mover of the motion at General Conference will be deemed to have the authority to agree to the remittance on behalf of the 2026 Conference, subject to the agreement of General Conference.

9. PROHIBITIONS

- a The use of mobile telephones are prohibited anywhere within the confines of the Conference Hall.

No documents, posters or banners shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.

Timetable and Programme of Business

- 10.00 Registration
- 10.30 Chairpersons opening remarks
- 10.35 General Secretary's Address
- 10.55 Adoption of Retired Members Conference Standing Orders Committee Report (including appeals/reference backs)
- 11.05 Section II – Motions 1-12
- 12.20 Ballot to represent Retired Members at General Conference 2026
- 12.30 Lunch
- 13.30 Section II - Motions 1-12 continued
- 14.30 Ballot
- 14.35 Guest Speaker
- 15.00 Tony Kearns, SDGS
- 15.25 Chairpersons closing remarks
- 15.30 Close of Conference

DELEGATES ARE REMINDED THAT THE BALLOT BOX WILL BE LOCATED AT THE SOC TABLE.

SECTION II NATIONAL ISSUES

1 COMPOSITE MOTION

That this Retired Members Conference agrees that the attacks on pensioners and the elderly by the current government and previous governments is completely unacceptable.

The Retired Members Committee are instructed to develop a policy and strategy to work alongside the National Executive to support and promote a campaign uniting trade unions and pensioners organisations to campaign for a 'New Deal for Pensioners. The aim being to combat the propaganda being produced by numerous right wing think tanks and uniting current and future pensioners in a campaign to secure and protect decent state/occupational pensions for current and future generations.

Retired Members Committee
Essex Amal

- 2** Conference agreed that Pensioners are worse off because of the frozen personal allowance of £12750 introduced by the Conservative government in 2022 and some don't get the full benefit of the triple lock because this brings them above the tax threshold, it is said that the personal allowance will not rise until 2028 or maybe later. Therefore conference instructs the RMC to work with the NEC, TUC and all other interested bodies to put pressure on the government to provide an exemption to the Personal Allowance for the State Pension.

Retired Members Committee

- 3** This Conference Agrees that;

The Standing Charge levied by energy companies has continued to significantly increase, rising well above inflation over the last ten years. The average person is now paying over £300 per year before they use any gas or electricity. Even being charged on days that they do not use gas or electric. This is unfair and effects the poorest people the most.

Surely it is wrong that people are charged even if they don't use energy, this charge is just adding to the already vast profits of the energy companies. This conference agrees that the CWU will lead a campaign (as with the "New Deal for Workers") amongst Trade Unions, the NPC and similar organisations to lobby this Labour government to scrap the Standing Charge on all Gas and Electricity bills.

National, Regional and local retired members representatives will take the lead and liaise with the NEC who will assist in supporting the campaign.

The Retired Members Committee is instructed accordingly.

Greater Manchester

- 4** Conference agrees that the increase in the Water Bills in England and Wales has affected pensioners the most who are on a fixed income, these increases are between 19 to 47%, most of the increases have been caused by mismanagement there is only one company in Wales who do not have shareholders.

Therefore, the RMC are instructed to work with the NEC, TUC to put pressure on the government to renationalise the water industry for England and the Devolved Parliament in Wales the same as Scotland and Northern Ireland.

The RMC is instructed accordingly.

Plymouth and East Cornwall

- 5** The number of retired members in the CWU is in decline and the number of CWU members joining the retired members sections after leaving our core businesses is experiencing a decline. To counter this trend we need not only a recruitment drive but also a drains up look at the retired members benefits we offer our retired members. A review should take place which will look at all aspects of benefits on offer and how retired members' subscriptions are spent. We should have a long term goal of improving the package that we offer our retired members. So as to maintain the momentum of improving retired membership this review should take place biennially.

The National Retired Members committee is instructed to work with the NEC to facilitate this

Wales and Marches Regional Retired Members Committee

6 COMPOSITE MOTION

This Conference notes that the CWU National Website currently contains very little to attract Retired Members to make a visit and therefore also does nothing to encourage Retiring Members to remain in the CWU.

This Conference therefore instructs the Retired Members Committee to examine and improve the information currently available to Retired and Retiring Members via the CWU National Website.

In improving the website the Retired Members Committee are instructed to put into place a process that ensures that regular up-to-date information, that is pertinent and topical for both Retired and Retiring Members, is made available for publication

and monitored.

- 7** The Retired Member's Section of the NI Telecom Branch recently participated in a Review of the services the CWU provides in relation to that of other affiliate unions in the ICTU (Irish Congress of Trade Unions).

The review proved to be time consuming and extensive and the results were published in a report which was launched by the General Secretary, Dave Ward, at a function in the Hilton Hotel, Belfast, back in March this year.

The Review itself was widely accepted as a comprehensive summary of how retired trade union members are represented across both jurisdictions on the Island.

The Northern Ireland Telecom Branch has by far the largest section of retired members in the N.I. Region and the issue of positive head office action on the Review Recommendations has been raised on numerous occasions.

Our retired members fully appreciate the union hierarchy has been fully engaged in the process of re-structuring our unions' organisation and the reasons why it is necessary.

However, the NI Review contains a number of "easy fixes" which will immediately improve the service to our retired members.

Therefore, Conference Instructs the National Retired Members Committee work with the National Executive to implement the recommendations as contained in the Northern Ireland Retired Members Review.

Northern Ireland Telecom

8 COMPOSITE MOTION

Conference acknowledges the importance of our Annual Retired Members Conference and values the excellent work carried out by the national Retired Members Committee (NRMC) during the year.

At conference, the motions that are "carried" instruct the NRMC to carry out certain actions. However, it has been several years since a matrix of decisions taken at a Retired members Conference was published.

An improvement would be a progress report on each motion "Carried" to be published prior to the following years conference.

An improvement would be a progress report on each motion "Carried" to be published prior to the following years conference.

This could be included as a "Report Back" section within:-

- 1. The Vetern publication**
- 2. The Retired Members Conference Agenda Pad to update delegates prior to the current year's conference business commencing.**

An LTB could also be issued to communicate these outcomes more widely throughout the CWU.

Conference instructs the National Retired Members Committee to work with the NEC to produce a retired members "matrix of decisions" and consider the above suggestions as a way to report the progress on motions carried at the Retired members Conference as a commitment to continuous improvement.

Somerset, Devon and Cornwall
South Wales

-
- 9** That this Retired Members Conference notes that the move to biennial General Conference prohibits the ability of the retired members section to submit it's two chosen motions to Conference on an annual basis.

The Retired Members Committee therefore urges the National Executive to consider the necessary rule changes to facilitate the endorsing/rejecting and acting upon those motions in those years when a General Conference will not be held.

Retired Members Committee

-
- 10** The September 2025 election of the new Regional Official excluded Retired Members from the branch ballot.

The Special Restructuring Conference 2025 documentation stated repeatably we were dealing with the unions' non-industrial structure. The new regional structure includes a Retired Lead and Sub Committee working to a Retired National Network. Excluding Retired Members from the Branch Ballot when they form part of the revised regional structure is wrong.

Conference instructs the Retired Members Committee to work with the NEC to bring forward the appropriate rule change to ensure Retired Members are included in Branch Ballots for non-industrial Regional positions.

Leeds No.1 Amal

- 11** Whilst the Retired Members Conference appreciate and encourage the continuing efforts of Branches in accepting the ongoing challenge of using new technologies to improve and speed up communications within the Branches. It also is aware that not all Retired Members and Associate Members as well as Gold Badge Holders have access to or are willing to embrace such technologies.

To this end the Retired Members Committee (RMC) in conjunction with the Branches Retired Members Sections will encourage those Retired Members that receive their correspondence from the Branch via the post, to take up new the technologies but until such time as this is achieved by agreement, they will still continue to receive their correspondence from their Branch via the post.

Such resistance to modern technology may be due to geographical reasons, inability to afford such technologies or just the simple fact that they do not understand or they do not wish to use such "modern" technology.

As almost 33% of the Retired Membership in the Branches do not have access to the internet this Conference re-affirms that contact with these members will be undertaken via the post.

Such items as the "Retired Members Newsletter", notification of meetings, Branch Christmas card and other relevant information will continue to be sent via the post if it cannot be sent electronically.

Any move to dis-enfranchise Retired Members because they do not have an electronic footprint which is against the principles of the CWU, will be resisted by both Head Office, the RMC and all Branches on the grounds that whilst a member is paying their dues, they are entitled to receive such information from their Branch as a matter of right.

The RMC are instructed to raise this matter at the highest level to ensure that instructions are issued to all Branches stating that Retired Members must not be dis-enfranchised if they do not access or use such technologies and require information via post.

Great Western

- 12** Conference notes Motion10 which was carried unanimously at the Retired Members Conference 2024.....Conference further notes that Motion 10 which called for a review of the NEC Regulations that govern Branch Delegation Entitlements to the Retired Members Conference, with a view to increase overall Branch Delegation Entitlements to that Conference has not yet been achieved..... Conference therefore instructs the Retired Members Committee to seek and work with the NEC to achieve this policy as a matter of priority.

Greater Mersey Amal

MOTIONS NOT ADMITTED TO THE AGENDA

- 13** That this conference (RMC) instructs the Retired Members Committee to increase the donation of £3000 to the pensioner fighting charity organisation the National Pensioners Convention (NPC) to be increased to £10,000/annum.

London Regional Retired Committee

NOTES

RETIRED MEMBERS' CONFERENCE 2025

Name of Branch/Region...../RMAC (delete as appropriate)

Nominations to represent Retired Members at General Conference 2026

Name	Candidate's Branch

Nominees must be members of the Union, and assigned to the Retired Members Category of Membership.

Nominees must have the nomination of their own Region/Branch and/or the Retired Members Committee.

Members of the Retired Members Committee may be proposed but need to have the nomination of the Retired Members Committee and/or any Branch/Regional Committee.

I certify that the above-named member(s)
have been nominated by the Branch/Region
/RMAC (delete as appropriate)

Signature:
(Branch/Regional Secretary)

and/or

Signature:
(Chair/Vice Chair/ RMAC)

**This form should be returned
by email to conferences@cwu.org
or by post to Angela Niven
150 The Broadway
Wimbledon
London SW19 1RX by Noon on
Wednesday 8th October 2025**